

**Equity and Social Justice Inter-Branch Team Work Plan  
Office of Economic and Financial Analysis  
January 1 to December 31, 2014**

Agency: Office of Economic and Financial Analysis  
IBT Delegate: Becky Spithill

Objectives	Description of Commitment(s)	Indicators of Success	Expected completion date(s)
<p><b>Objective 1:</b> Consider equity impacts in all decision-making:  Each dept./branch commits to specific policy or program focus areas to apply Equity Impact Review</p>	<p>OEFA will develop and distribute economic forecasts that include information on various county sub-populations using available data.  OEFA will make itself available to other County departments that may benefit from data and analysis on factors affecting determinants as resources allow.</p>	<p>Narrative and graphical presentations that provide information about factors affecting the determinants of equity.</p>	<p>Continuous and upon request</p>
<p><b>Objective 2:</b> Build community trust and capacity; Improved customer service; robust civic engagement  Each dept./branch commits to areas for application of the community engagement guide</p>	<p>OEFA will continue to review living wage research in order to provide information that contributes to the conversation about minimum wage and other factors affecting employment and incomes.  OEFA will identify other websites and/or reports that may contribute to our understanding of factors affecting sustainable incomes.</p>	<p>TBD / upon request  OEFA SharePoint library of research on ESJ-related issues.</p>	<p>Continuous</p>

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<p><b>Objective 3:</b>  <b>Promote fairness and opportunity in County government practices</b></p> <p><b>a) Internal communications/coordination to raise awareness and visibility of ESJ in communication and within depts./branches at a level appropriate for every employee</b></p>	<p>The Chief Economist and OEFA economist are available to present annually to the ESJ IBT in order to provide an overview of the County's final economic forecast, and will be available year-round to respond to requests for data and research as resources allow.</p>	<p>Updated final economic forecast distributed to members of the ESJ IBT</p> <p>Chief Economist presents and facilitates discussion at ESJ IBT meeting in December (if requested and resources allow).</p>	<p>Distribute forecast/presentation to IBT leadership on dates as requested.</p>
<p><b>Objective 4:</b></p> <p><b>b) Each dept./branch commits to structures and mechanisms to deepen employee awareness, learning, and continuous improvement supports to institutionalize equity in all services</b></p>	<p>OEFA will continue to provide staff to the ESJ IBT and encourage participation in County and regional ESJ efforts, such as the Governing for Racial Equity Conference and Network.</p>	<p>Staff continues to serve on IBT and participates on committees and GREN.</p>	